



LGBTQ2S+ Inclusion Community Dialogues

These questions were developed through pre-engagement with stakeholders completed by QMUNITY's public engagement team over summer, 2018. These questions will be available on Engage Yukon until **March 29, 2019**. Submissions do not need to respond to all questions; you are encouraged to answer questions of most significance, relevance or importance to you.

Your response will go to QMUNITY and your email will not be shared with Government of Yukon nor will it be used to contact you in future.

With gratitude to Yukoners who were able and willing to show up, a lot of information and feedback was collected. However, there are still some areas in which greater insight and feedback would be helpful in developing and formulating a final report of recommendations to inform a government action plan. Please take some time to review these questions and answer those most meaningful or important to you; you do not need to answer all questions.

If you have any questions about this questionnaire, the larger engagement process, or wish to provide feedback on areas not discussed within this questionnaire, you are welcome to get in contact with QMUNITY at: yukon@qmunity.ca or 604.684.5307 x. 109.

Safety and Justice

Yukoners must feel safe and protected under the law on a day-to-day basis in order to pursue their livelihoods, build healthy relationships and connect to their community.

- Do you feel safe walking around your community, at home or at work and in public spaces?
- What measures can be taken to ensure LGBTQ2S+ Yukoners have fair and equitable access to protection and safety under the law, in their communities, and within the justice system?

- LGBTQ2S+ folks who are incarcerated may face additional barriers to safety and wellness; how can we make incarceration a safer experience for trans, queer, and Two-Spirit folk?

Parenting and Family Planning

LGBTQ2S+ parents continue to redefine the understanding of families, to include same-gender parents and co-parenting households with more than two parents, for example. It is important that these families are provided a legal framework to address familial and parental rights, protections under family law, and how to navigate the legal system in the event of separations.

- Do you have experience navigating legal systems as LGBTQ2S+ parents in the Yukon? Have there been particular challenges or barriers experienced in this field as it relates to legal guardianship, custody considerations, and financial/parental support?

Education

We want to make schools and educational environments better for LGBTQ2S+ Yukoners. Both the sexual orientation and gender identity policy and The Safe and Caring Schools Policy guide provide support for LGBTQ2S+ students. We want to know what else is needed to ensure schools are safe and inclusive.

- How does a school community support LGBTQ2S+ students and families?

- Do you believe your school, or your child's school, is adequately prepared to support you or your LGBTQ2S+ child or family?

- How well do you feel LGBTQ2S+ students are supported in school? What may be needed to strengthen supports for LGBTQ2S+ students?

Health and wellness

Health care delivery is a large and complex system that was identified early on in the design of the engagement to be of high priority and interest among LGBTQ2S+ Yukoners.

The mission of Health & Social Services is to promote, protect, and enhance the well-being of Yukon people through a continuum of quality, accessible, and appropriate health and social services. Some health needs of the LGBTQ2S+ community differ from the health needs of the non-LGBTQ2S+ population, such as access to inclusive sexual health information and gender-affirming medical care.

- Accessing services for a medical transition can be a complex and lengthy process; we've heard that Yukon needs to provide resources to support trans-affirming counsellors; local access to an endocrinologist, and ensure equitable coverage for gender affirming top and/or bottom surgeries (for example breast reduction/chest reconstruction; hysterectomy, etc.). Are there other areas within health care delivery that would make accessing a medical transition easier and safer for you?

- What are some challenges experienced by LGBTQ2S+ seniors that are unique to aging, and therefore may not be discussed as much in mainstream queer activism and culture (which tends to be geared towards younger folks)?

Community and culture

Communities thrive when there are spaces to connect, build and nurture relationships, and celebrate culture. For LGBTQ2S+ Yukoners, this might include Yukon and Dawson City Pride; trans art spaces; and queer film festivals. Other ideas might include enhancing connections to the greater Canadian LGBTQ2S+ communities, such as through a youth pen pal program or travel scholarships to attend Pride festivals in Vancouver, Calgary or other urban centres.

- What are the barriers you experience when using public buildings? Do you have any ideas about how we could address those barriers?

- Are there other features we need to consider when designing buildings for public use, in order to make them more gender inclusive?

- Are there specific program or sport policies that have created barriers to your participation, on the grounds of sexuality and/or gender?

- Have you felt safe being “out” in sports and recreation facilities and programs? How could your safety and access to these programs be enhanced?

Employment and business

All Yukoners should be able to pursue work and career opportunities without fear of discrimination impacting recruitment, hiring, on-boarding, performance evaluation and ongoing employment.

- In what ways can we support equitable, non-discriminatory employment in the Government of Yukon?

- Some private and public sector employers provide accommodation for some or all of their staff. Are there any unique challenges or barriers that LGBTQ2S+ individuals face in accessing or utilizing employer-provided accommodations?

- Are there unique or innovative ways we can encourage LGBTQ2S+ inclusion within other regulatory bodies? For example, we heard if health inspectors are checking restaurants for health standards, they could also check on the availability or likelihood of providing gender-inclusive washrooms.